



MLK Day of Service 2009

FACTS AND FREQUENTLY ASKED QUESTIONS

Who: KP Southern California (KPSC) employees and physicians with their manager's approval can volunteer during regularly scheduled working hours to participate in a Day of Service on Jan. 19, 2009.

What: The Day of Service is an initiative that KPSC developed to improve the health of the communities we serve and honor the memory of Martin Luther King, Jr. In November, KP San Diego will host a food drive, and a Day of Service on Martin Luther King Day in January 2009 will provide an opportunity for as many employees and physicians as is feasible to volunteer during regularly scheduled working hours at the San Diego Food Bank, where they will sort and package food and celebrate MLK Day.

When: January 19, 2009 - Martin Luther King Day

Where: Food drives will take place at all KPSC facilities, the California Service Center (CSC) and KP OnCall during November 10 through November 23, 2008. The Day of Service on January 19, 2009, will be held at the San Diego Food Bank.

Why: The Day of Service will actively demonstrate Kaiser Permanente's commitment to its social mission and values by directly and concretely responding to something that Reverend King said, "Life's most persistent and urgent question is, 'What are you doing for others?'"

Q: Is participation in the Day of Service required?

A: Participation in designated activities for the Day of Service is optional. For employees and physicians electing not to participate, the day is treated as a regular workday.

Q: How can employees and physicians participate in the program?

A: All employees and physicians are encouraged to make donations during the food drive in November. Those who would like to volunteer on the Day of Service, in January 2009, must fax their Participation Request Form (signed by their manager) to Public Affairs at 619-528-7535, tie line 280.

Q: What will volunteers do?

A: Various opportunities are available. See the Participation Request Form for a list of opportunities.

Q: How will participation in the Day of Service be determined?

A: In general, managers and supervisors will use their discretion in determining staff participation in the volunteer activity. Such considerations will include department staffing required to meet operational needs, seniority, volume of requests to volunteer, and other relevant operational factors. Space is limited, and once the maximum number of participants is reached, no additional requests will be granted.

Q: Can I volunteer for other non-profit organization during the Day of Service?

A: To receive regular pay on the Day of Service employees and physicians must volunteer at KP designated locations and/or events and have the approval of their manager/supervisor. Employees who elect to volunteer outside of KP will need to utilize Vacation/ETO hours to compensate for regularly scheduled work time.

Q: How will participation impact an employee's or physician's paycheck?

A: Employees and physicians will receive their regular pay on the Day of Service whether electing to work their normal job or volunteer in an employer sponsored event. Employees who volunteer for a 4-hour shift on the Day of Service will need to return to work or use ETO or PTO to make up the remaining hours of their shift.